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UNESCO/SS/CONF.URB/W/5
ECAFE/URB/5
25 July 1956

ORIGINAL : ENGLISH

UNITED NATIONS EDUCATIONAL,
SCIENTIFIC AND CULTURAL ORGANIZATION

JOINT UN/UNESCO SEMINAR ON URBANIZATION IN THE ECAFE REGION

Jointly sponsored by the United Nations Educational, Scientific and Cultural Organization, the United Nations Bureau of Social Affairs and the Secretariat of the United Nations Economic Commission for Asia and the Far East, in co-operation with the International Labour Office

8-18 August 1956
Bangkok, Thailand

INDUSTRIALIZATION AND SOCIAL WORK (MACHINE AND MAN)

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INDUSTRIALIZATION AND ITS EFFECT ON SOCIAL WORK FOR FAMILY AND COMMUNITY

Introduction

This report is presented as a general statement, as accurate as we can make it, but not applicable with equal force to the whole of Australia. In a country with six largely autonomous States, differing in their pattern of economic and industrial development, a much more detailed document would would be necessary if we were to give anything like a complete picture.

/Much of

Much of the detailed material that substantiates this document, and shows where modifications of it may be necessary in relation to particular situations, will be in the hands of the delegates to the Conference.

Definitions

The term Industrialization is sometimes used narrowly, to refer to the local concentration of more or less highly mechanised secondary industry, and sometimes more widely to cover all the social and cultural characteristics that accompany an economy that is based on a high proportion of localised and mechanised secondary industry. In yet other contexts it is used even more widely to cover certain rural pursuits, and the social and cultural background that goes with them.

For the purpose of this report industrialization is to be taken as referring to the production method whereby goods and services are produced in accordance with a system into which the individual must fit; as distinct from the peasant and domestic economies in which the individual had a larger freedom in adapting the productive system in his own interest and capacity.

Mechanisation, of course, has been a major factor in determining the pattern of industrialization in Australia. But it must be insisted that industrialization, as defined, may take place apart from mechanisation

It should also be borne in mind that when we discuss the impact of industrialization on personal welfare it is frequently quite impossible to separate the trends that arise as a direct result of industrialization from those that stem from other contemporary sources. For instance, social philosophies and moral outlook may change as a result of thinking that is relatively independent of current economic situations. But they may then enter into that situation to interact with other prevailing trends and produce a result different from what otherwise would have been.

If, therefore, we may say that the impact of industrialization is one thing in this country, we do not feel that it would be valid to assume that similar industrial development would necessarily produce similar social and cultural changes in places where the social and cultural heritage is different.

/Social Work.

Social Work. This is a concept that is undergoing change in Australia at the present time. In the past it has been used mainly to refer to remedial assistance offered free from outside the family group to persons already in distress. The concept is now expanding. One of the first extensions was the inclusion of youth group activities that had a recreational and developmental, as distinct from a relief-giving, purpose. More recently the concept of social work has been further expanded to include personal counselling services, social research and community organization.

But important fields like health and education while acknowledged as having a first rank social importance are usually not seen as fields of social work so much as fields that have a social work area or department within them. (e.g., nursing and physiotherapy are not generally viewed as social work, but the Almoner and Occupational Therapy Departments are).

The attitude to income security services on a statutory basis is similar. The government departments concerned have large and efficient social work sections within them. But the total work of these departments is not popularly viewed as social work.

Neither are movements for social reform usually regarded as social work unless the reforms are such as may be carried out by public enterprise within the framework of existing legislation. Where legislation is required, the activity is regarded as political, which is quite a different category.

In the Australian setting Family means husband and wife and their offspring. The average size of the family is approximately 4 to 5 persons (including parents). In the life cycle of the family the prevailing pattern is one of increase during the early years of the marriage, followed by some twelve to fifteen years during which the number remains stationary, and then a drop as the offspring move out to establish homes of their own. When the family separates and declines in this way the bonds of loyalty and interest remain strong and responsibility for one another's welfare is still recognized. But as facilities are developed by government, semi-government and voluntary agencies, the trend is for people to look more to these agencies and less to the family in time of need.

/The term

The term Community is used socially as meaning either a relatively restricted group having their main social and economic interests in the one locality, or the State as a whole. Which of these meanings is to be understood in this report will have to be inferred from the context.

A. WHAT WE FACE

On Individuals

1. PARENTS

(a) The average age at which persons may marry and become parents is approximately:- 26 for females, 29 for males - a figure which, in spite of the tendency toward earlier marriages that was apparent during the years 1933 to 1947, has remained fairly constant for the past quarter of a century. This is high in relation to the age at which physical maturity is reached and social freedom is granted, especially in the case of those who, in increasing numbers, must continue with advanced courses of technical and professional training which go on till they are as much as 27 and, in some cases, even older. But the figure relates closely to the age at which full rates of pay are awarded. This produces protest and resentment, evidence of which may be seen in several ways.

First, there is a continuance of a high rate of pre-marital sexual experimentation, so that in spite of the use of contraceptives the prevalence of unwed motherhood remains high, and the proportion of first-born children born in wedlock but premaritally conceived is 16%, a figure which has fallen steadily till it is now little more than half what it was 25 years ago.

Secondly, there is a weakening of the tradition that a man complete his training and be established in his trade or profession before marriage. This is manifesting itself in a demand for higher pay for trainees whose wives continue in their former occupations while the couple remain deliberately childless. This latter position has come to be accepted because it is economically advantageous, though its moral and personal implications have not been widely studied.

(b) Parenthood

(b) Parenthood involved economic disadvantage. In some degree this is ture of every economy, industrial or otherwise. But in the Australian economy, industry is usually short of labour, In a population of under ten million the number of unfilled jobs registered by the Commonwealth Employment Service recently has been of the order of 60,000 while it is generally considered that this figure would be far below the actual number of jobs available, many employers being grossly under-staffed without registering the vacancies.

The result of this trend over a period of years is that all available female labour can be absorbed at rates of pay rarely less than 75% of the male rate, and often equal to it.

On the other hand, male workers are paid in accordance with time spent or results achieved, regardless of family status or number of dependents. Parenthood, therefore, by requiring the wife to leave her paid work, may in a typical case reduce the joint income of husband and wife on the basic wage from £21.0.0. per week to about £12.0.0., or £13.0.0., while considerably increasing the expenses to be met. Evidence has been produced to show that even after allowance has been made for the Commonwealth Endowment (5/- a week for a first child and 10/- a week for each further child under 16 years of age) and for tax concessions allowed to the breadwinner of the family the economic disadvantage of parenthood, compared with the childless and the single, is very great.

This situation, therefore, constitutes a pressure toward delayed or childless marriages and toward reduction in the size of families; and toward early return of the mother to work. Though it may not be the sole cause, industrialization is a major contributing factor in these trends.

(c) The pattern of parental responsibilities is also affected by industrialization. One of the features of industrialization is the tendency to accelerate the rate of change in fashions, modes of living, and productive techniques. This gives new force to the saying that what would do for father's day won't do for ours. And it renders the parents less able to accept

/responsibility for

responsibility for the detailed direction of the child's education and development, especially if the child is to work at a different occupation from that of the parents. Moreover, many of the services a child needs are matters for experts rather than laymen. For that reason the Baby Health Centre, the School, and the Vocational Guidance and Training Services have come into being. Though the industrial trends and the economic situation may have made the provisions of such services desirable, what does not seem to have been fully realized is that they are supplementary to what parents are expected to do. There seems to be at least a partial failure to understand and discharge the continuing function of parents in the social and moral training of the child.

Evidence of this weakness is seen in the continuance of an unabated juvenile delinquency rate, in spite of a general prosperity and the availability of work and leisure facilities. It is also likely that this is one of the contributory factors behind the high incidence of irresponsibility and absenteeism from work; the high divorce rates and the frequency of neurotic break-down.

2. WOMEN

Industrialization has brought many changes in the opportunity and status that is open to women. Jobs are plentiful and in a wide variety, and wages are high. Starting from the fact that it offers her a wide variety of paid jobs, it follows:-

(a) There is a lessening of her economic dependency. This means that prior to marriage she experiences more of the freedom and responsibility of being self-supporting. In marriage she may feel that she has contributed more to the creation of the home, that she therefore has a better ground for claim to equality and to co-operative basis for the family management and leadership, and that she need not be so fearful of the withdrawal of her husband's support by reason of death, desertion or divorce. It also means that the prospect of poverty in the event of widowhood is not quite so frightening.

/(b) There is a

(b) There is a widening of the avenues for activity and expression. For while all the domestic arts and maternal activities remain open to the women there are the added opportunities in a wide range of industrial and commercial pursuits.

Any advantage that this represents tends, however, to be short lived. In the long run it may be an advantage to have contact with the people one meets at the place of work, and may be a stimulating thing to have the additional interests. But the woman in industry soon becomes the victim of the monotonous routines that are typical of the workshop and the production line, and she suffers in the same way as the man under the de-personalizing pressures of the modern industrial structure.

(c) Concurrently with and arising out the matters just referred to, the social distinction between the women and the men of the community tends to be narrowed. Signs of this are seen in the disappearance of some of the traditional chivalry that the man used to show toward the woman, and in the differing standards of modesty that are now observed. Other evidence of it is seen in the more general sharing by women with men in leisure time activities; in the greater degree of initiative and self-determination that the woman is allowed to exercise; and in the fuller acceptance by men of domestic duties.

(d) As a further result of this the woman of the Australian community is called upon to make adjustments at a different point from those of earlier generations. Previously, marriage meant adjustment by transfer of activity from one domestic setting to another. Now it means a change from industrial to more domestic types of activity. This often involves difficulties and sometimes brings further complicating factors into the early marriage relationship.

(e) Industrialization has relieved women in the home of many of the hard tedious duties and drudgery by the introduction of many labour saving implements - washing machines, refrigerators, floor polishers, food preparation devices and the like. Perhaps, also, radiograms and wireless sets may come into the same category. In Australia this equipment is moving from the "luxury" to the "necessaries" group and even the poorer homes of today are acquiring these equipments gradually whilst in the average type of home many of them have already been installed. Even the motor car is reaching the average home.

/3. CHILDREN AND

3. CHILDREN AND YOUTH

That the impact of industrialization on the children and youth of the community will be far reaching appears from the consideration that has already been given to the effects of it on parents and mothers. But there are further particular matters that require special attention.

(a) Place of abode. One of the effects of industrialization has been urbanization. Improved methods and machinery have made it possible in some of the rural industries for as few as one-third or even a quarter of the number of workers to produce two and three times as much as was produced by the greater numbers half a century ago. In the meantime, work of a new and often attractive type is offering in the town and cities. The movement of population to the cities, therefore, proceeded till more than 50 per cent of the total Australian population was to be found in the capital cities and their metropolitan areas. This trend has not been arrested. In the State of New South Wales, for instance, in the seven years following 1947 the average annual increase in the City of Sydney was 1.9 per cent, while the rest of the State grew at the rate of 2.7 per cent. But this was due more to increases in the other large industrial areas like Newcastle and Wollongong, and represented no turn of the tide toward greater rural populations. This urbanization exposes children to many hazards. One is in traffic. In spite of strenuous and well planned effort, aimed at road safety, the number of children killed each year has reached a figure that puts road accident ahead of most of the common diseases as the principal killer. The numbers maimed are even greater.

Organization also involves a health hazard in the exposure of the child to greater risk of infection from communicable disease, and to the effects of air pollution.

/Yet another

Yet another of the effects of urbanization is in the size of the living area available to the family. The congestion of the earlier years that led to the creation of the slums, where the only play place for many of the children was in the street, has not been eradicated, but the danger of the repetition of this mistake has been overcome by the government regulation and supervision of housing. But even now the size of the house in the industrial localities is such that there is no alternative for the older members of the family but to seek much of their recreational activities away from the home. It is not to be inferred that this is necessarily a bad thing. But it does mean that to some extent the family and the home become less of the focal point of the life and development of the individual. And to that extent the social and cultural pattern changes.

(b) Size of Family. The number of children born to each family does not now commonly exceed four, with the average being 2.55 per cent. The crude birth rate is lower in the more industrialized States. This may make it possible for each child to receive more of the time and attention of the parents, which could be to the child's advantage, but, for the sake of variety and interest, more fellowship will therefore be sought outside the family group. Theoretically, this situation could have both its advantages and its disadvantages. Which, on balance, proves to be the greater, is a matter that to our knowledge has not been carefully appraised, and on which no opinion is here ventured.

It does seem to be beyond question, however, that this smallness of family is one of the things that makes it more difficult later on for the children to house and support their aged parents and so makes it necessary for other provision to be made for the care of the elderly.

/(c) Educational

(c) Educational requirements. Practical considerations have always created a pressure toward that kind of education that will enable the young person to get which is considered a good job as soon as he leaves school (which he may do at the age of fourteen or fifteen, having been required by law to attend school since he was five or six) and industry prefers people who are immediately useful. On the other hand, there always have been and still are those who see education as involving the development of personality and a training for living rather than training for a job. The educational curriculum in most States is, therefore, a compromise between these two demands. The result is that many pupils emerge with neither a complete equipment for their jobs nor a sufficient foundation for the proper enjoyment of culture or the management of social and personal relationships.

This is not to say that educational facilities have not increased in an industrialized situation, but rather that the demands of that situation will always tend to determine, and give a utilitarian slant to, the pattern of educational programmes (e.g. technological universities.)

Another very important aspect of the impact of the industrialized life on the young person is the need to apply oneself to courses of higher technical learning on the part of those who are to fill the more skilled and responsible positions. This places very severe restrictions on the social activity of the student, and frequently involves a degree of mental and physical strain that is far heavier than can be comfortably borne. In particular, it often precludes him from some of the things that he would normally share with the rest of the family group, and may tend to hinder the development of the social skills. Because of this and other factors approximately 60 per cent of children leave school as soon as they have completed the period of compulsory attendance, despite the availability of free education. Labour shortage is therefore being experienced most acutely in the more highly skilled occupations, and is a serious handicap to further development.

/4. ELDERLY PEOPLE

4. ELDERLY PEOPLE

The retiring age from most occupations is either 60 or 65 years of age. But in the industries, as distinct from rural work, the worker usually has to continue at something like full pressure till that age is reached. He then stops suddenly. In the rural occupations some tapering off of activities is generally possible. This sudden cessation of work often calls for an extremely difficult re-adjustment.

There are many for whom the period immediately prior to retirement is also one of considerable strain. The bodily functions and the mental powers may already be showing signs of senescent fatigue. Less exacting work is often desirable but a change of occupation at that stage can rarely be made without loss of long service benefits or some similar disadvantage. At this point, then, industrial conditions are difficult for the aged. The difficulty is at best only slightly eased by the operation of private and statutory superannuation schemes.

When retirement has actually occurred there is generally reduction of the rate of income. The smallness of families, and the extent of other responsibilities already being carried by the younger generation, make it impossible for many retired persons to find accommodation with relatives and thus reduce expenses. It therefore happens that for many retirement means a reduction in the standard of living.

This problem is accentuated when one partner is left without the husband or the wife. And the problem is increasing with the greater longevity of the community. The present expectation of life is 66 years for males and 70 for females. The present population over 65 is approximately 700,000 persons or 8% of the total. Of these about 55% are in receipt of Commonwealth Aged Pension. As a result there are many elderly people obliged to live alone in inferior dwellings. A recent survey shows that in and around the city of Sydney (population approximately 1¾ million) there are homes for the aged with accommodation for 1,720 persons in State institutions, and in voluntary institutions for approximately 1,200 persons. But in all cases these are full, with waiting lists that close when the numbers on that list reaches the probable intake in a two-year period.

/Enquiries reveal

Enquiries reveal that this section of the community presents some urgent problems for which our way of life in an industrialized area has not yet found a solution. At present the Commonwealth Government is offering special assistance by making available £1,400,000 per annum for distribution on a pound-for-pound subsidy basis to voluntary organizations prepared to build homes for the aged.

5. IMPACT ON FAMILY UNITY AND NEIGHBOURHOOD-RELATIONS

(a) Many of the effects of industrialization on the unity of the family have already been stated or implied in what has been said already. The further question is whether there is anything that the industrial system does to the personality of the worker that then reflects itself in the home relationships.

It is generally agreed that the industrial system tends to be impersonal in its attitudes and methods and therefore de-personalizing in its effects on people. If this is so, then one might expect one of two things to follows. Either people will carry that changed set of personal values over into the home relationships and so treat one another more impersonally - this would tend toward the loosening of family ties - or there could be seeking after more intimate and secure personal relationships in the home as compensation for the impersonal work situation. If the former of these two procedures were dominant, it would be fair to expect that family instability would tend to be higher in those parts of the community most closely associated with the higher degrees of industrialization. But it is not readily apparent that this is so. And until some survey is made to prove whether it is so, the suggestion that industrialization is chiefly and directly responsible for the slackening of family unity must be regarded as speculative.

(b) The impact of industrialization on neighbourhood relations is not easy to summarise. But there are two things that should be mentioned. Firstly, in those cases where there is a community built up round a single industry that community suffers from some of the fruits of involution, and there is a degree of social degeneracy as a result. Secondly, where there is a diversity of industries, but with it an overlarge population, the community

/tends to

tends to disintegrate into a number of sectional and special interest groups. This often means in the end that people having their vital interests in other parts of the district, away from where they live, may not know even the names of those who are in the house next door; and that things that are of public importance often languish for want of public understanding and support.

B. WHAT IS DONE AND SHOULD BE DONE

Physical setting for home and neighbourhood

1. HOUSING AND HOME PLANNING

(a) The minimum standard of homes is prescribed by government regulation. This standard varies slightly in accordance with locality. It is based on considerations of durability and safety of materials and constructions; size in relation to the number of persons for which the dwelling provides; sanitation; ventilation and other health matters; the provision of essential services.

(b) Prior to World War II most home building was done either to the design of the intending occupier and at his expense, or by investors erecting places to let. Since the war the largest builder of homes has been the government, with funds provided by the central government and the work administered by Housing Authorities in the several States. In the main, these places have been let but schemes are now coming into operation which allow for purchase by the occupier. One of the most interesting features of the government housing schemes is the fixing of rents in relation to the income of the occupier rather than in terms of the economic value of the property. In New South Wales the rent on Housing Commission dwellings is the economic rental or one-fifth of the income of the occupier, whichever is the less. This implies the theory that housing is a responsibility of the community rather than of the individual alone. In this way it is expected that the lag in supply of homes, caused through reductions in the building programmes during the war and during the economic depression of the 1930's, may be overcome, a contribution made toward the needs of the workers who, for any reason, may have to move from place to place, as well as doing something toward the closing of the gap between the economic position of the man with more dependents and the man who has few.

/Next to governments,

Next to governments, the co-orperative building societies play the largest part in the provision of homes.

(c) One of the corollaries of government activity in home building is the planning of the neighbourhood. In part, this power has long been vested in local government authorities who could reserve certain areas for specified purpose and present the erection of buildings and the carrying on of activities that would be a nuisance to the other occupiers of buildings in the neighbourhood. They have also had the power to resume land for public purposes, and therefore to create amenities and services that were for the good of the locality as a whole. But generally these powers were used with only limited effect, and with little foresight. But the recent trend has been to amalgamate the local government authorities into larger units, or to create a co-ordinating authority (such as the County of Cumberland Planning Authority which deals with an area having a population of 2,000,000 within a radius of twenty-five miles, and heavily industrialized) with power to plan on a more long range basis, and with a broader perspective that can take account of the interacting needs of contiguous areas.

Under such schemes as this there can be a rational locating of shops, schools, churches, playing areas etc., in relation to the residential and the industrial establishments, and a more efficient management of transport. But the general policy is that once the layout has been planned, and the houses erected, it remains for the local people to develop any further improvements as they are able. In doing this, differing patterns have been followed in the sharing of responsibility by the local government, the voluntary organizations and the industrial enterprises in the district. The most successful are generally those that leave room for a good deal of initiative and voluntary assistance, backed by adequate finance from government or industrial sources.

2. PHYSICAL AND MENTAL HEALTH OF THE FAMILY IN INDUSTRIAL SOCIETY

Recent years have seen a switch from a remedial to a preventive emphasis in health services. To encourage people to take preventive measures, governments have provided increasingly for the health needs of the community. Existing facilities, both preventive and remedial, may be summarised as follows:

/(a) Pre-natal

(a) Pre-natal Clinics: Some provided by government, some by voluntary agencies, often located at hospitals and often as separate units. Service is either free, by donation or on a means test basis.

(b) Baby Health Clinics: Often associated with pre-natal clinics and run on a similar basis. These are responsible for the dissemination of all general matters of child hygiene and nutrition.

(c) School Medical Services: To check the health of the school child. A free service usually given twice during the school years and leads to the correction of defective teeth, vision, hearing, posture, etc.

(d) General Hospitals.

(e) Special Hospitals - Dental, Eye, Mental, etc.

(f) Convalescent Homes and Hospitals.

(g) Voluntary Societies and Institutions: Anti-Tuberculosis; Spastic Centres; Deaf, Dumb and Blind; Epileptics; Crippled Children; Retarded Children Centres.

(h) District or Visting Nursing Services, etc.

(i) Red Cross Blood Transfusion Service.

(j) X-Ray Sercies for Tuberculosis.

Quite a number of other facilities could be added to this list but of more special interest are the following:

(i) Prevention and treatment of occupational diseases and industrial accidents: Most of the larger industrial undertakings have their own medical services. This is concerned with the treatment of injuries and sicknesses that occur during work and with such other things as pre-employment medical examination to determine fitness for the job, with subsequent examinations to see whether the worker is showing signs of exposure to undue health risks. The service is also concerned with research into the nature and effect of such risks and ways of reducing them. In regard to industrial accident, adequate safety precautions are required by law, and the accident cases are protected by Workers Compensation Insurance which provides either weekly payments or lump sum compensation for reduction or loss in earning capacity. The cost of this insurance is borne by the employer.

/(ii) Other

(ii) Other provision for economic security in case of illness: Most awards provide for holidays on full pay as a recreation leave, and a further period (7 to 14 days in a year) as sick leave. Beyond that the Commonwealth Government's Sickness Allowance of £2.10.0. per week, with additional payments for dependents, may be claimed. In the case where hospitalization is necessary, the Commonwealth also pays a subsidy toward the cost of hospital fees (8/- per day, increased to 12/- per day in the case of those who are subscribers to a Hospitals Contribution Fund). (Note - the public ward fee in New South Wales hospital is now £12.12.0. per week; the basic wage for male workers is £12.3.0. per week).

(iii) Medical Benefits Scheme: This is in operation for the subsidization of individual payments toward the cost of doctors' fees. In the case of a person being 85% incapacitated for work invalid pension at the rate of £4.0.0. is paid - subject to means test.

By means of all the foregoing and other services the standard of physical health of individual workers is kept relatively high, and the impact of ill health on the economic resources and social life of the family is well cushioned.

Such services also contribute to the maintenance of mental health, but the incidence of mental disorder, and of social maladjustment consequent upon that disorder, appears to increase. This suggests that there may be psychological concomitants of industrialization presenting problems as yet unsolved, and our facilities for the care of the mentally ill are admittedly inadequate.

The further way in which working conditions may have adverse effects on family life is where the irregularity of hours worked interferes with the normal enjoyment of the social life of the family or the discharge of duty to the family. Work involving this sort of thing always has the higher rates of absenteeism and labour turn-over. As a compensation, shift work, broken shifts, week-end and public holiday work is paid for at higher rates. But the greater financial gain does nothing actually to reduce the social disadvantage involved.

3. THE SOCIAL REHABILITATION OF THE HANDICAPPED

Work aimed at rehabilitation of the handicapped has received a great impetus since World War II. The factors contributing to this were (a) the needs of the injured ex-serviceman requiring medical and social rehabilitation which called facilities into being and gave experience to workers in this field, (b) the demand for all possible labour at a time when labour was scarce, (c) the possibility of reducing the outlay on invalid pensions by training and returning invalids to employment. With the serviceman's need now largely met attention has turned more to the civilian handicapped. Following a successful pilot experiment, the Commonwealth Government has now extended the age range (persons between 16 and 25) for whom free rehabilitation training is available in certain diagnostic groupings.

While of necessity a large part of the work done is on the physcial side, and much of the training has to do with gaining competence for employment, the scheme is aimed at full social rehabilitation. The aim is to enable the individual to have as full a range of satisfying personal relationship as possible. But outside the 16-25 age group served by this scheme, there are an even greater number for whom assistance toward effective social rehabilitation is needed. Some work has been done for special groups such as crippled children, spastics, deaf, dumb and blind, and more recently for the tuberculosis patients. In this the bulk of the work has been done by the voluntary agencies, sometimes with government subsidy. More recently the Commonwealth Government Department of Social Service has entered into the rehabilitation field for the training of pensionable people who have a chance of becoming earning factors.

The extent of the further work needing to be done for these and other groups is not known, but the subject is receiving a good deal of attention. At the moment several committees are at work studying the problem, chiefly from the employment angle, as it is considered that employment produces economic and social advantages simultaneously. In the meantime, some quite careful studies of the social implications of certain types of handicap have been made and the importance of the 'rehabilitation of the whole person' is being stressed.

/4. LEISURE-TIME

4. LEISURE-TIME: NEEDS AND ACTIVITIES

Although the official working time is forty hours per week, the average time spent in travelling to and from work has increased so that for the average worker some fifty hours per week become involved. But this still means that for most workers the number of waking hours not connected with work is greater than those that are. The exceptions to this are found chiefly among professional people, housewives and some of the highly skilled scientific and technical workers.

Some of the leisure time is spent in the home, with reading, hobbies and radio entertainment. Leisure time spent outside the home consists of a wide range of outdoor sports and attendance at films, dances etc. Facilities for this kind of activity come very nearly if not quite up to the level of demand for them and mobility in getting to the place desired is greatly helped by Australia's being a highly motorised community, with one motor vehicle to each four persons.

Popular demand seems to be mainly for entertainment but facilities for educational uses of leisure time are also availed of. Facilities for use in leisure are provided through four main channels:

(a) Government, e.g., public libraries, parks and playgrounds, broadcasting, evening colleges.

(b) Commercial enterprise, e.g., broadcasting, films etc.

(c) Organized community effort, e.g., sporting clubs and recreational groups.

(d) Recreational facilities provided by employers for their workers.

If there is any gap in the facilities provided it is probably mainly at the level of social leisure activity for the elderly. Steps toward the solution of this problem are being taken with the formation of "Senior Citizens' Clubs".

/5. ADJUSTMENT OF

5. ADJUSTMENT OF THE FAMILY TO CONDITIONS OF LIFE IN INDUSTRIAL AREAS

The effect of industrialization on the size of the family, its unity, stability and stages of development have already been seen. One further factor needs to be noted, viz., rigidity. To prevent too great a labour turnover, and in response to demands for security, industry gives long service benefits, seniority rights, superannuation benefits, etc. In addition, industry tends to require even more intense speculations. These two factors mean that many a worker soon finds himself in a position where he cannot change his job readily without finding some loss of entitlements and opportunity. This means that just when he would wish to go to another locality to meet the need of some other member of the family, or to take on different work for the sake of the change, he may not do so. Rigidity of this sort may react badly on the individual and may cause the family to break up.

It then becomes a matter of policy for the workers to decide whether they prefer the security and economic benefits and will endure the rigidity that goes with it, or will exchange some of the security for the benefits of a greater flexibility.

That there is need for social education not now being given appears when we consider that there is a high degree of passivity and spectatorism. Far more people watch sport than play it at any one time. Entertainments that allow of passive receptivity get a greater following than those that require active participation and social intercourse. And the administrative affairs of trade unions, sports clubs and recreation groups are the interest of the minorities within these organizations. Attempts at social education are made in the schools where social and historical background and community structure is described, and through press and radio which strives to make the community aware of current issues. Unresponsiveness to these attempts may be due to a transference to the wider social situation of the industrial 'psychology' which feels "I am not expected to understand or be responsible for the process as a whole. All that matters is that I repeat the routines and get what I consider a just return". If this is so, then it is probable that no satisfactory social education can be offered or expected till there

/has been a

has been a satisfactory answering of the basic question that lies at the back of all industrialization. "Is man made for the sake of a better economic result or is a better economic result made for the sake of better men?"

6. SPECIAL DOMESTIC PROBLEMS

These arise:

(a) When the chief breadwinner suffers a reduction of earning capacity. This, we have seen, is relieved by Workers Compensation, Unemployment and Sickness Benefits, Paid Sick Leave, Invalid Pensions, etc.

(b) When sickness affects a member of the family. This is relieved by the services of public hospitals and the provisions of hospitals, medical and pharmaceutical benefits schemes.

(c) Where the housewife must work to support children. Child minding centres are available in some places, but more often the assistance of relatives or neighbours have to be sought.

(d) Where a working mother becomes out of work. Assuming she was the sole support of the family, Unemployment and Sickness Benefits, or Invalid Pension, whichever is appropriate, would apply. Assistance would also be available through a number of voluntary agencies. If the unemployment is due to sickness a housekeeper may be provided, or the children placed in the care of an institution.

7. HOW MAY WE ACHIEVE OUR AIM

Services to meet the welfare of individuals and families in Australia have come as the shared responsibility of industry, government and voluntary agencies. This is a generally accepted principle though opinion differs as to the proper proportions and as to where the lines of demarcation should be.

Broadly, the role of industry is to provide the cost of Workers Compensation Insurance, and paid recreation and sickness leave; to contribute by taxation to the revenues on which government services are provided; to see that all safety and health regulations are observed; and, in the case of the larger employers, they often voluntarily support workers superannuation schemes, and contribute toward the provision of social and

/recreational amenities.

recreational amenities. It is the role of government to provide basic income security, educational and health services. The income security services have never reached a level where they meet the full cost of adequate living. They are designed rather to serve as grants-in-aid which mitigate the worst degrees of poverty and destitution. In the educational and health fields, government provides facilities and contributes toward, but does not fully cover, the costs incurred in their use. This leaves large areas of need that continue to be met by the voluntary agencies, which have tended to increase, in spite of the increase in government services. Some of them supplement government assistance, other act in an ancillary capacity, providing the institutions in which care is given with government financial support; yet other supply advisory aid counselling services and some provide for special services for which there is no other provision at all.

The role of the social worker is an expanding one. Trained personnel officers in industry are being used increasingly, and in addition to their concern with staff training, placement, safety and health, are paying more and more attention to the interaction between the industrial and the social circumstances of the worker.

In the statutory and voluntary agencies more professionally trained social workers are being employed. Of these some receive their training in University schools of social work while others do special 'in-service' courses. In some fields staff requirements are fairly adequately met but over all the supply of social workers is below the demand. This is particularly the case in the psychiatric field. The professionally trained social group worker is to be found chiefly in the youth recreation field, but so far there has not been the necessary financial assistance to support large-scale activity of this kind.

8. CONCLUSION

It has been indicated that in the modern community the family has undergone considerable changes, and is subject to pressures that may well produce further change. Much of this pressure, though by no means all, arises directly or indirectly from the industrialization of the economy.

/But it is not

But it is not to be assumed that all the changes mentioned are detrimental. Some of them represent positive advantage, whether viewed from the economic or from the personality angle, and in those cases where the changes may be fairly judged as harmful it is by no means certain that they are entirely or directly the outcome of industrialization. What the study does show is the need for a thorough and continuing programme of research into the field of personal relations and development, and a persistent effort to clarify our concept of the goals of human living. In this the social worker has an important function to fulfil. The social worker's experience should yield information about the symptoms of social disorder and stress in human relations. And the social worker's techniques should be valuable in coming to an understanding of what those symptoms mean. But in doing this work the social worker must be 'clinically' teamed with the educator, the administrator, the employer, the medical worker and the pastor.

Resources and organization for such research are perhaps the most urgent need at present, and like the services already provided, might well be the joint responsibility of industry, of government and of volunary agencies.